Moving Toward Equity, Affirmative Action and Diversity in the Nova Scotia Public Service

2004-2005

through
people

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Message from the Minister

It is my pleasure to present the 2004-05 report on affirmative action and diversity within the Nova Scotia public service. This report, *Moving Towards Equity*, provides an overview of the progress that has been made over the past year, our plans for the coming year, and a reaffirmation of government's continued commitment to become a public service that values diversity and that is representative, at all levels, of the people we serve.

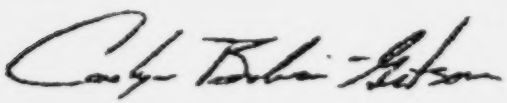
While we recognize and celebrate the progress we have made, we also recognize that much remains to be accomplished if our public service is to achieve these important policy objectives.

It is important to understand that workforce diversity can do more than prevent discrimination and increase employment opportunities to under-represented groups such as women in positions of leadership, Aboriginal people, persons with disabilities, African Nova Scotians and other racially visible people. It can increase organizational effectiveness. Workforce diversity encompasses our capacity for learning, creativity, flexibility, organizational and individual growth, and our ability to adjust rapidly and successfully. Diversity provides us with competitively-relevant knowledge about how we can do our work differently and better.

Please read on to discover what government is doing in this important area. Find out about our plan and objectives, what our profile looks like, our new training program and the diversity talent pool, among other initiatives.

I would like to thank all departments, agencies, boards and commissions for the progress that has been made over the past year and for their commitment to our corporate goal of becoming a diverse workforce. This commitment will not only help us identify and eliminate any employment barriers, it will help us become a more effective and responsive public service for the citizens we serve.

Sincerely,



Carolyn Bolivar-Getson
Minister of Human Resources

Introduction

The Government of Nova Scotia is committed to providing a workplace that is free of discrimination, values diversity in all its forms, and is truly reflective of the community it serves.

The Nova Scotia public service must be a welcoming and respectful workplace and be seen as a preferred employer by all citizens, particularly those who have faced significant employment disadvantages simply because of their gender, race, color, or disability. Everyone must be included as we seek to make our contribution to a healthy, self-sufficient, and prosperous Nova Scotia.

In 2004-2005, the government developed a *Corporate Human Resource Plan* that focuses on becoming and building a more diverse workforce. The plan outlines the underlying values that will guide our approach to public service delivery and the foundation for human resource initiatives and strategies over the next several years. These values are: respect, integrity, diversity, accountability, and the public good. Goal 4, in a plan with only five goals is, to be a diverse workforce.

Workforce diversity can do more than prevent discrimination and increase employment opportunities to under-represented groups such as women in leadership positions, Aboriginal people, persons with disabilities, African Nova Scotians and other racially visible people. It can increase organizational effectiveness.

Workforce diversity encompasses learning, creativity, flexibility, organizational and individual growth, and the ability of an organization to adjust rapidly and successfully. Diversity brings different, important, and competitively-relevant knowledge and viewpoints concerning how to actually do the work: how to design processes, reach goals, frame tasks, create effective teams, communicate ideas, and lead.

We know the keys to success include accountability, building strong partnerships with our communities, fostering a corporate culture that values diversity and, supporting departments as they make affirmative action an integral part of their business planning. This report describes Government's progress over the past year and highlights plans to ensure the public service has a culture that values diversity and is truly representative, at all levels, of the people it serves.

Nova Scotia's Designated Group Profile

To be an organization that is representative of the people we serve, we must first understand our community. The following tables provide an overview of the Nova Scotia population and the available labour force within that population. Table A shows the total population from the 2001 Census, which is the most recent information available, for the designated groups and those that are working age. Table B shows those that are considered to be in the labour force based on Government of Canada employment equity definitions. (For URL of the tables for the Canadian population contained in the 2001 *Employment Equity Data Report*, please see the Appendix.)

Table A: Designated Groups in Nova Scotia

Group	Population	Working Age
Aboriginal Persons	17,015 (1.9 %)	10,940 (1.6 %)
African Nova Scotians	19,670 (2.2 %)	12,050 (1.8 %)
Other Racially Visible Persons	14,855 (1.7 %)	10,550 (1.6 %)
Persons with Disabilities	152,210 (17.0 %)	87,310 (13.4 %)
Sub-Totals	**203,750 (22.7 %)**	**120,850 (18.0 %)**
Women	462,455 (51.5 %)	337,127 (50.2 %)

Table B: Labour Force Participation Rate for Designated Groups 2001

Group	# in Labour Force	% of Labour Force	% Working Age	GAP
Aboriginal Persons	7755	1.6 %	1.6%	----
African Nova Scotians & Other Racially Visible Persons	16045	3.3 %	3.4%	-0.1%
Persons with Disabilities	32820	6.8 %	13.0%	-6.2%
Sub-total	**56620**	**11.7 %**	**18.0%**	**-6.3%**
Men	254855	52.5 %	49.8%	2.7%
Women	230740	47.5 %	50.2%	-2.7%

Note for Table B: These figures are based on federal employment equity definitions. Aboriginal persons, African Nova Scotians, other racially visible people, and women are counted as being in the labour force if they are over 15 years of age and had worked in either 2000 or 2001. For persons with disabilities, the figure is based on the federal employment equity definition of disability: they must be between the ages of 15 and 64 and must have worked sometime between 1996 and 2001. (For URL of the tables for the Canadian population contained in the 2001 *Employment Equity Data Report*, please see the Appendix.)

Profile of the Public Service

The first *Civil Service Self-Identification Workforce Survey* was conducted on June 1, 1993. Approximately 90 per cent of civil servants surveyed returned their self-identification forms, of these, 82.6 per cent were returned completed. Probationary, temporary, term, and permanent civil servants were surveyed. Casual, contract, and order-in-council employees were not included at that time. This and future workforce surveys are used for a baseline measurement and to identify the growth of diversity within the public service.

Table C: Public Service profile January 2005

Group	# in Public Service Service	% of Public Service
Aboriginal Persons	49	0.5
African Nova Scotians	187	1.9
Other Racially Visible Persons	83	0.8
Persons with Disabilities	400	4
Sub-Total	719	7.2
Total Public Service	**9925**	**100**

Since 1993, there has been a significant change in the make-up of the Nova Scotia civil service as a result of adjustments in the workforce in response to the changing public service needs and priorities of Nova Scotians. All newly-hired employees with the Nova Scotia civil service are provided with, and encouraged to complete, a voluntary workforce survey. All information is maintained on the SAP system, so that retirements, transfers, promotions, etc. are tracked electronically.

Despite this care in tracking, it has become obvious that considerable under-reporting is occurring. Departments have identified discrepancies in the data and believe the numbers gleaned from current methods are low. We understand the work that is needed to collect better data, and we will be working to educate our employees on the benefits of self-identification. We also recognize that clarity and modernization of our definitions will be an essential component of future work in this area.

Table D: MCP Levels of Designated Groups in Civil Service (2005)
*Note: total of 1,193 in MCP Group

MCP Level	# from Designated Groups (% in MCP Level)	# of Women (% in MCP Level)	Total
Level I (up to MCP 12)	6 (6.3 %)	79 (83%)	95
Level II (MCP 13-19)	30 (8.0%)	186 (49%)	376
Level III (MCP 20-25)	30 (6.0%)	183 (37%)	497
Level IV (MCP 26-35)	13 (5.9%)	86 (38%)	225
Totals	**79(6.6%)**	**534 (45%)**	**1193**

Nonetheless, the data we have provides a broad snapshot of the representation of the designated groups within the civil service.

Career Advancement

Government wants to ensure that we are representative of our communities across all levels of our organization. One measure of how we are doing is to look at the designated groups distribution in the MCP (Management Compensation Plan.) While we are making progress, we need to do better. Certainly, the affirmative measures underpinning the Leadership Continuity Program will help, but we must engage in a dialogue with our designated group members to identify the barriers they are facing in their career development needs, interests, and opportunities.

In 1993, women occupied only 30 per cent of MCP positions. Catalyst Canada, a research and advisory organization dedicated to the advancement of women in business, reported in *The Globe and Mail* that women held 14.4 per cent of corporate-officer positions in the 500 companies examined in 2004, up only marginally from 14 per cent in 2002. By contrast, although not an exact comparison, women represent approximately 38 per cent of the top 250 most senior positions across the public service and seven of the top 25 wage earners are women. Overall, the Nova Scotia public service has made comparatively good progress in this area with 45 per cent of MCP (management/professional positions) held by women.

The Corporate Human Resource Plan

The government's 2004-2005 business plan called for the creation of a human resource strategy that would guide the continuous development and availability of skilled, dedicated, diverse and responsive public servants.

The development and adoption this year of a *Corporate Human Resource Plan* provides the impetus for a renewed diversity initiative within the public service. The plan provides a blueprint that will lead human resource planning over the next three to five years. The HR Plan provides the rationale, strategies and accountabilities for the development of a public service that reflects the citizens it serves, and has the competencies to ensure there is a corporate culture that values diversity and is welcoming to all persons.

To help achieve the goal of becoming a diverse workplace, the HR Plan sets out a series of objectives. Among these are:

- To expand the public service focus on employment equity and affirmative action to a broader valuing diversity philosophy and culture and to ensure that this focus is reflected in our workforce; and
- To increase the number and distribution of employees from designated groups each year for the next five years.

This means we continue to work to create an environment of fairness, equality, and mutual respect and understanding in the public service for all staff regardless of their race, ancestry, place of origin, colour, ethnic origin, mental or physical disability, spiritual beliefs, gender, sexual orientation, age, marital status, family status, religious affiliation, or socio-economic status.

The 2004 employee survey *So How's Work Going?* found that our public servants put high value on a diverse workforce.

- 78 per cent of respondents reported that it is important for the Government of Nova Scotia to demonstrate its commitment to diversity;
- 82 per cent feel that it is important for employees to be respectful of employee differences; and
- 79.1 per cent feel that it is important for their department to value diversity.

In a more recent survey, the employees' perceptions of government's commitment to diversity, in general, and, more specifically, whether their departments value diversity improved from 50 per cent to 56 per cent and from 46 per cent to 53 per cent respectively. These are small but very positive early signs of a growing employee awareness of government's renewed commitment to diversity.

Our Action and Our Progress (2004-2005)

By drawing on the talents, experiences and points of view of an increasingly diverse workforce, the public service will be able to provide better-quality programs and services that more effectively address the needs of all Nova Scotians.

Over the past year, departments, agencies, boards and commissions have begun to develop action plans that will guide their efforts over the next several years to achieve government's diversity goals.

The provincial government's commitment to diversity in the workplace is reflected in the following excerpts from various programs, plans and progress reports completed in 2004-2005.

Corporate Initiatives

Diversity Round Table
A Diversity Round Table has been established to provide a mechanism for collaboration and information sharing among key departmental representatives, our union partners and champions throughout the public service.

The following departments, agencies, boards and commissions are participating on the Diversity Roundtable (in addition to staff of the Public Service Commission).

- Public Service Commission (chair)
- Office of Acadian Affairs
- Office of Aboriginal Affairs
- Office of African Nova Scotian Affairs
- Nova Scotia Government Employees Union
- Canadian Union of Public Employees
- Department of Community Services
- Disabled Persons Commission
- Advisory Council on the Status of Women
- Youth Secretariat
- Senior Citizens Secretariat
- Department of Health
- Department of Education
- Department of Justice
- Department of Natural Resources
- Department of Tourism, Culture and Heritage
- Office of the Ombudsman
- Office of Immigration
- Voluntary Planning Secretariat
- Treasury and Policy Board

Diversity Accommodation Fund
Job seekers with disabilities face additional challenges. Whether it is access to technical aids and equipment, or workplace accommodations. Government has identified a small fund to help departments, agencies, boards and commissions hire persons with disabilities who may need some job accommodations upon their entry.

The Public Service Commission will be consulting with our HR practitioners and the Disabled Persons Commission for the purposes of establishing policy and guidelines for this fund over the coming year.

Diversity Talent Pool
In 2004-2005, the Public Service Commission reviewed the intent and function of the Affirmative Action Casual Inventory. This inventory has been providing representatives of the designated groups with entry-level casual opportunities with the public service for several years.

The review identified a number of areas for improving the effectiveness of the inventory for line departments. Promotion of the inventory to both line departments and to members of the designated groups was required as well as promotion of the inventory as an active talent pool rather than a static inventory was needed.

Since the establishment of the Diversity Talent Pool in September 2004, the PSC has had more than 60 enquiries from across the public service, and has been successful in placing 32 designated-group members in casual positions. The PSC continues to promote the pool as the best place to fill casual positions and as a good place to look for candidates seeking more long-term public service opportunities.

The talent pool has also been promoted in various communities through presentations to organizations that represent the designated groups and at career fairs.

Attendees of Aboriginal Perceptions by from April 1, 2004 - March 31, 2005

Department	Attendee's
Aboriginal Affairs	2
Agriculture & Fisheries	1
Career Starts Interns	1
Communications Nova Scotia	4
Community Services	17
Economic Development	2
Education	20
Energy	4
Environment & Labour	5
Family & Children's Services	4
Finance	1
Health	11
Health Promotion	1
Intergovernmental Affairs	3
Justice	19
Public Prosecution Service	1
Public Service Commission	25
Nova Scotia Legal Aid	1
Ombudsman	3
SNSMR	2
Tourism, Culture & Heritage	12
Transportation & Public Works	8
Total	147

Attendees of Diversity and Employment Equity Training from April 1, 2004 - March 31, 2005

Department	Attendee's
Agriculture & Fisheries	16
Community Services	37
Education	12
Environment & Labour	4
Finance	3
Health	28
Justice	12
Natural Resources	6
Tourism, Culture & Heritage	2
Transportation & Public Works	3
Public Service Commission	1
Ombudsman	1
Service Nova Scotia & Municipal Relations	1
Total	126

Diversity and Employment Equity Training
This introductory course is mandatory for all public servants. The program provides public servants with information regarding the benefits of diversity in the workplace. Through a variety of learning activities, participants increase personal and professional knowledge of diversity and gain a clearer understanding of the interrelationships of ability, class, gender, and race.

Aboriginal Perceptions
An understanding of the contemporary Aboriginal community is essential to our work as government employees and individuals. This course provides public servants with a practical, hands-on approach to working with Aboriginal people.

Diversity Management Advisor
The addition of a diversity management advisor has added capacity for the PSC to better promote and support departments, agencies, boards and commissions as they develop affirmative action plans. The position was filled in November 2004.

Presentations to Senior Management
Several presentations on affirmative action and diversity have been made to senior management teams throughout government. In 2004-2005, the following departments received a presentation:

- Community Services
- Natural Resources
- Energy
- Transportation & Public Works
- Communications Nova Scotia
- Public Service Commission
- Human resource directors

Summer Diversity Program
The Summer Diversity Program offers summer employment to qualified students in their chosen professions. This program is designed for Aboriginal students, students with disabilities, and other racially visible students who attend community college or university. In the summer of 2004, there were 12 positions available through this program. The following departments hosted students last year through the Summer Diversity Program:

- Communications Nova Scotia
- Education
- Tourism, Culture & Heritage
- Environment & Labour
- Justice
- Public Service Commission
- Service Nova Scotia & Municipal Relations

Summer Female Mentorship Program:
The Summer Female Mentorship Program provides opportunities for women enrolled in post-secondary education, who are pursuing careers in non-traditional occupations. The program provides the opportunity to work with a female management employee in their chosen field. Positions are four-month, casual summer positions. In the summer of 2004, there were 11 positions filled through this program. The following departments hosted students in 2004:

- Natural Resources;
- Agriculture & Fisheries;
- Energy;
- Service Nova Scotia & Municipal Relations;
- Intergovernmental Affairs;
- Health;
- Office of the Ombudsman.

Departmental Action Plans & Progress Reports

As part of government's diversity strategy, the following departments, agencies, boards and commissions have submitted three-year Affirmative Action Plans, for 2005-08 and Progress Reports for 2004-05.

Department, Agency, Board or Commission	Action Plan	Progress Report
Aboriginal Affairs	✓	✓
Acadian Affairs	✓	✓
Agriculture & Fisheries	✓	✓
Alcohol & Gaming Commission	✓	✓
Auditor General	✓	✓
Community Services	✓	✓
Communications Nova Scotia	✓	✓
Office of Economic Development	✓	✓
Education	✓	✓
Energy	✓	✓
Environment & Labour	✓	✓
Emergency Measures	✓	✓
Health and Health Promotion	✓	✓
Finance	✓	✓
Intergovernmental Affairs	✓	✓
Justice	✓	✓
Natural Resources	✓	✓
Office of the Ombudsman	✓	✓
Public Service Commission	✓	✓
Public Prosecution Service	✓	✓
Securities Commission	✓	✓
Service Nova Scotia and Municipal Relations	✓	✓
Tourism, Culture & Heritage	✓	✓
Transportation & Public Works	✓	✓
Treasury and Policy Board	✓	✓
Utility & Review Board	✓	✓

Departments, agencies, boards and commissions reported a number of areas where progress was made in 2004-05. The following are some examples of progress and initiatives over the past several months.

Resources CSU
The Resources CSU made an arrangement with a temporary agency to fill positions with representatives of the designated groups wherever possible. As well, the Resources CSU indicated that temporary agencies are used only when there is no candidate available from the Diversity Talent Pool.

Public Prosecution Service
The Public Prosecution Service (PPS) has a diversity and equity committee developing an equity policy specific to the PPS and complementary to the affirmative action policy. PPS is also continuing its support for the Indigenous Black and Mi'qmacq Programme at Dalhousie Law School by hiring a first or second year summer student, and, in cooperation with the Department of Justice, an articled student drawn from those graduating from the Indigenous Black and Mi'kmaq Programme at Dalhousie Law School.

Energy
The Department of Energy provided opportunities for females in non-traditional roles by participating in the Techsploration Initiative and the Female Mentorship Program.

Justice
In 2003 - 2004, the Correctional Services Division of the Department of Justice participated in an Employment Systems Review. This was a review of the employment policies and practices used in recruitment, compensation, management and development of human resources within the division. A departmental committee, which includes representatives of the Public Service Commission, has been formed, to develop an action plan to address systemic barriers. The committee has made recommendations which are reflected in the department's affirmative action plan. Management will review the work of the committee; results will serve as a template for department-wide activities under the affirmative action plan.

Ombudsman
In July 2004, staff at the Youth and Seniors Section at the Office of the Ombudsman toured the Eskasoni and Membertou RCMP detachments and provided an overview of this Office to the detachment personnel.

In recognition of Black History Month, a tour of the Black Cultural Centre was organized by a staff member / affirmative action candidate, and was attended by all office staff.

The Affirmative Action Policy was included in the advertisement for all the positions posted in December 2004.

The Office of the Ombudsman has included a copy of the Affirmative Action Policy in its employee orientation package. It is now a requirement that new employees attend the diversity and employment equity training within one year of being hired. As well, the Ombudsman's office is in the process of organizing an Aboriginal sweet grass/smudging ceremony for all staff.

TPW CSU
Departments and agencies that fall under the responsibility of the TPW CSU (Communications Nova Scotia, Treasury and Policy Board, Office of Aboriginal Affairs, Office of Acadian Affairs, Office of Inter-Governmental Affairs, Office of the Auditor General, Office of Economic Development, and the Departments of Finance, Public Service Commission and Transportation and Public Works) report that they promoted the value of a diverse and respectful workplace;

promoted the diversity training programs from the Public Service Commission; educated managers on the importance of honouring the fair-hiring guidelines; forwarded workforce surveys to all new employees and ensured that completed forms were forwarded to the Public Service Commission; ensured all competitions were screened to identify qualified diversity candidates and drew on qualified Diversity Talent Pool candidates to fill casual positions.

Public Service Commission
In addition to activities noted above and initiatives advanced through its corporate role, the Public Service Commission installed a telecommunication device for the deaf to ensure equal access to the Diversity Talent Pool, and preparations have been made to install automatic door openers to One Government Place and make other accessibility improvements.

Transportation and Public Works
The Department of Transportation and Public Works continues to work towards improving access to government property and has completed a number of accessibility audits. The purpose of the audits is to determine the amount of work needed to bring provincially- owned facilities to an acceptable level of access for persons with disabilities. The following audits have been completed in 2004-05:

Kentville Provincial Building	Digby Courthouse
Bridgewater Provincial Building	Annapolis royal Courthouse
Halifax Provincial Building	Central Services Building (Halifax)
St. Peter's Provincial Building	Baddeck Provincial Building
Port Hawkesbury Provincial Building	Port Hawkesbury Visitor Information Centre
Pictou Courthouse	Pictou Visitor Information Centre
Museum of Industry, Stellarton	Amherst Visitor Information Centre
Fundy Geological Museum	Amherst Courthouse
Maritime Museum of the Atlantic	

Service Nova Scotia and Municipal Relations
Service Nova Scotia and Municipal Relations has established a Council of Diversity Supporters. In 2004-2005, members of the council facilitated SNSMR's educational diversity program and were representatives for ongoing diversity initiatives. SNSMR has developed a diversity program, Diversity and People, and encourages staff participation. SNSMR has also developed an Affirmative Action Framework to support the creation of a plan for 2005-2006 to 2008-2009. This Framework provides the foundation and direction for ongoing activities.

SNSMR's Human Resources CSU coordinated and promoted diversity workshops and seminars to their employees. Presenters included HR associations and other government departments and agencies. In addition, the CSU promoted the importance of honoring the Fair Hiring Policy to SNSMR management and distributed workforce surveys to all new department employees.

SNSMR's HR CSU ensured that management screened all competitions to identify qualified affirmative action candidates and ensured that consideration was given to these candidates subsequent to the interview process.

Community Services
The Department of Community Services has made the Diversity for Leaders program mandatory for all its management staff, and is planning to provide Aboriginal Perceptions Training to its regional staff. As well, the department is working with the Maritime School of Social Workto create a field placement program for students of diverse backgrounds.

Education and Tourism, Culture and Heritage
The Departments of Education and Tourism, Culture and Heritage recognize the importance and positive impact of establishing partnerships. The department's human resources division developed several levels of partnerships both internally and externally. Partnerships included Heritage Canada and the Partnership Against Racism Committee. Internally, they established partnerships with several key offices within government including the Office of Acadian Affairs, the Human Rights Commission, the Disabled Persons Commission and others. Also, the department accessed expertise from such sections as Rehabilitation Programs and Services, African Nova Scotian studies and Aboriginal studies.

Both departments included diversity as a key strategic objective in their multi-year human resource strategy. In 2004-2005, both departments committed to a workforce-planning initiative for their departments under this strategy. They have successfully secured the expertise and resources to move forward on this project in 2005-2006.

In 2004-2005, the departments committed to the development of a Foundations for Management initiative to provide management with resources and tools on best practices in human resources, including a module on diversity and affirmative action.

Environment and Labour
The Department of Environment and Labour has taken a leadership role in promoting the development of youth in the public service through its support of the GoverNext initiative. GoverNext is a diverse community of young public servants contributing to the government of today and tomorrow. In addition, the department supports the removal of barriers to persons with disabilities through work on the Nova Scotia Building Code Barrier Free Design provisions as well as participation on an inter-departmental committee on access to government property.

Health
The Department of Health's vision for primary health care is one in which communities can improve health in a system that meets their needs. This means ensuring equitable access to those populations who have traditionally faced barriers as these and other interrelated factors determine the health of Nova Scotians. The department has recognized:

- the need for primary health care services that value and respond to the cultural, racial and spiritual experiences of individuals, families and communities; and
- that equity of access must be established for those who have historically faced barriers (race, ethnicity, language and culture).

Through the Diversity and Social Inclusion in Primary Health Care initiative, the department engages district health authorities, African Canadians, First Nations, Acadians and francophones, and immigrants to develop policies and guidelines to address issues in primary health care. The work undertaken by the department will inform the diversity and affirmative action initiative in future years.

Valuing Diversity Action Plan
To guide our work over the next three years, government has developed a *Valuing Diversity Action Plan*. This plan is based on the goals of the *Corporate Human Resource Plan* and will allow us to learn from our activities, our partners and our results.

Diversity Round Table: Partnerships Inside and Out
All departments of government understand the need to be more effectively linked with our communities, and to work cooperatively with our employees, the Nova Scotia Government Employees Union, the Canadian Union of Public Employees and other stakeholders to work collaboratively to help us achieve our objective to be representative of the people we serve and becoming an organization that values diversity. In this context the Public Service Commission has invited the Nova Scotia Government Employees Union and the Canadian Union of Public Employees to join the Valuing Diversity Round Table.

Affirmative Action Policy Review
The current Affirmative Action Policy will be reviewed and modernized. The policy, in place since 1993, must be reflective of today's realities - both organizationally and societal. Over the next 12 months, we will be reviewing the policy, to ensure it is responsive to the objectives we have set.

The Importance of Self-Identification
It is important that we have an accurate profile of the diversity of our public service to give us an accurate profile of who we are and how well we represent the workforce. The profile will:

- help to identify areas where changes in policies, practices and systems are likely to be most effective in achieving fairness and equity in employment; and
- bring focus to where we need to eliminate barriers which limit or exclude designated groups from opportunities which should be open to all employees.

In the coming year, we will review the process and tools used to encourage self-identification in order to better communicate the need for employees to self-identify. This will help achieve a more accurate profile of the diversity of our public service.

The Diversity Talent Pool
The PSC will continue to pre-interview candidates and assist candidates with resume writing. In 2005-2006 the service will be provided on-line to HR practitioners withing the public service.

Diversity Education and Training Review
A review of Diversity Education and Training will also be undertaken to ensure that their impact on our corporate culture and competencies are in line with our affirmative action goals.

Diversity Tools and Presentations
In 2005-2006, additional diversity tools for employees, managers, HR practitioners and job seekers will be developed. Presentations to senior management teams in departments will be scheduled.

Conclusion: Moving Towards Equity

The Government of Nova Scotia recognizes and celebrates the progress made in the past year, while recognizing that much remains to be accomplished if the public service is to achieve its important diversity objectives.

In the coming year, government will reaffirm its efforts to building a representative and culturally- competent public service. It will also strengthen link between the affirmative action and other corporate priorities such as succession planning and leadership continuity.

Departments, agencies, boards and commissions have re-iterated their commitment to affirmative action and diversity in the Nova Scotia public service. These organizations have demonstrated their willingness to foster a culture that values diversity and are committed to building a public service that is representative of the people we serve. All government organizations will continue to foster a corporate culture that values diversity and ultimately improve the representation of the designated groups as affirmative action plans are implemented. The PSC is committed to providing these organizations with strategic support and advice as we work together to improve results.

The implementation of the *Corporate Human Resource Plan* will provide a framework through which the public service can address its future HR needs and reinforce values of respect, equity and diversity. Government will continue to find ways to enhance the image of the public service with our designated group communities. We will do this by promoting the public service as an barrier-free and culturally-competent employer, as well as by promoting the personal satisfaction and sense of worth that public service brings to those who choose this career path.

We are optimistic that having laid the foundation, real and measurable progress will continue to be reflected in future affirmative action progress reports.

Thank you to all who continue to champion our collective goal to make diversity our strength.

Appendix

References

Population demographics were taken from the 2001 Canadian Census as reported in the following documents/web sites:

- Human Resource and Skills Development Canada, "Tables for the Canadian Population contained in the 2001 Employment Equity Data Report", www.hrsdc.gc.ca/asp/gateway.asp?hr=en/lp/lo/lswe/we/ee_tools/data/tables/annual/2001/CPT-tables.shtml&hs=wzp

- Participation and Activity Limitation Survey as reported by: Nova Scotia Disabled Persons Commission, "Persons with Disabilities in Nova Scotia - A Statistical Report 2004", www.gov.ns.ca/disa/publications.htm

- Nova Scotia Community Counts, http://www.gov..ns.ca/finance/communitycounts/default.asp